




ORANGE COUNTY MAYOR

Jerry L. Demings

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May 17, 2019

TO: Board of County Commissioners
FROM: Mayor Jerry L. Demings 
SUBJECT: Managerial Appointments
CONSENT AGENDA ITEM JUNE 4, 2019

Fire Rescue Department

With the appointment of Jim Fitzgerald as the new Chief of the Orange County Fire Rescue Department (OCFRD) comes the opportunity to select a new Deputy Fire Chief. It is my pleasure to appoint Division Chief David Rathbun to this important role. Chief Rathbun has served a 29-year career with the OCFRD, having begun his career in 1989 as a Firefighter EMT. Chief Rathbun has served in a variety of important roles in the department during his career, having served the past ten years as a Division Chief. In this capacity, Chief Rathbun has overseen each of the department's responsibilities in Planning and Technical Services, as well as Operations and Logistics.

Chief Rathbun has been a valuable part of the OCFRD leadership team, and his extensive background will continue to be an asset to our fire management team. Chief Rathbun holds a bachelor of science degree in business management/marketing from the University of Phoenix, as well as a master of science degree in public administration from Barry University. Chief Rathbun's promotion will be effective June 16, 2019, at an annual salary of \$140,500. His resume is attached for your reference.

Along with the promotion of Chief Rathbun comes the opportunity to promote a new Division Chief in the department. It is my honor to appoint Assistant Chief LaShun Nale-Stadom to this important role. Chief Nale-Stadom has over 17 years' experience with OCFRD, having begun her career with the department in 2002 as a Firefighter/Paramedic. Chief Nale-Stadom has served in a variety of roles within the department, and most recently served as the Assistant Chief over Training and Professional Development. Chief Nale-Stadom holds a bachelor of arts degree in public administration and a master of science degree in management from the University of Central Florida. Chief Nale-Stadom's promotion will be effective June 16, 2019, at an annual salary of \$126,360. Her resume is attached for your reference.

Action Requested: Confirmation of the Mayor's managerial appointment of David Rathbun as Deputy Fire Chief, Fire Rescue Department and LaShun Nale-Stadom as Division Chief, Fire Rescue Department.

JLD/db

Attachments

c: Byron W. Brooks, AICP, County Administrator
Daniel P. Banks, Deputy County Administrator/Public Safety Director
J. Ricardo Daye, Director, Human Resources Division

DAVID ALAN RATHBUN

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SUMMARY

Analytical Fire Officer well-versed in all aspects of fire service management including process improvement and budgeting. Skilled at creative problem solving with a reputation of being a self-starter and independent thinker. Driven to maximize operational efficiency through strategic planning and performance measurement.

EDUCATION

2014

Master of Science: Public Administration
Barry University – Orlando, Florida, USA

2008

Bachelor of Science: Business Management/Marketing
University of Phoenix – Orlando, Florida, USA

SKILLS

- Collective bargaining techniques
- Data collection and analysis
- Exceptional organizational skills
- Analytical thinker
- Project management
- Creative problem solver
- Performance metrics specialist
- Change implementation

EXPERIENCE

09/2013 to Current

Division Chief - Planning & Technical Services
Orange County Fire Rescue – Orlando, Florida

- Manage the department's Office of the Fire Marshal, Community Risk Reduction Services, Strategic Planning, and Technical Services sections.
- Implemented Strategic Planning process for the department.
- Installed automatic vehicle location technology to dispatch the closest unit to emergency incidents.
- Developed a 10-year station location plan that directly influenced additional funding for three immediate additional fire stations.
- Implemented a new computer aided dispatch system for the department and three municipal fire departments.
- Improved the department's ISO rating from 4/8B to ISO 1.
- Managed the department's re-accreditation with the Center for Public Safety Excellence
- Commission on Fire Accreditation International Peer Assessor

04/2010 to 09/2013

Division Chief - Operations
Orange County Fire Rescue – Orlando, Florida

- Responsible for the management and oversight to the Department's Operations Division including Fire Operations, Emergency Medical Services, and Special Operations comprising of 980 uniformed personnel.
- Responsibilities include development of standard operating procedures and emergency operating guidelines for the operations division.
- Key participant in labor management meetings and contract negotiations.

02/2009 to 05/2010

Division Chief - Logistics
Orange County Fire Rescue – Orlando, Florida

- Responsible for the management and oversight to the Department's Logistics Division including Fleet Management, Warehousing & Supplies, Facilities, Capital Asset Inventory, and the Public Information & Life Safety Education.
- Developed a 10-year facility capital improvement plan
- Streamlined warehousing processes to improve efficiency

01/2008 to 01/2009 Assistant Chief

Orange County Fire Rescue – Orlando, Florida

- Assistant Operations Chief responsible for the Department's Emergency Medical Services and Special Operations programs.
- Responsible for personnel assignment and transfers for the 980 uniformed members.
- Coordinated the daily emergency and non-emergency activities for the Department's 36 rescue units, 38 engine companies, 6 aerial companies, 3 heavy rescue/hazardous materials units, 5 tankers, and other specialty apparatus through direct supervision of 6 on duty battalion chiefs.

01/2001 to 01/2008 Battalion Chief

Orange County Fire Rescue – Orlando, Florida

- Responsible for oversight of the Vehicle Maintenance Repair Facility, the Self-Contained Breathing Apparatus Repair Facility, and the Fire Equipment Supply and Repair Facility with budgets totaling over \$14 million.
- Developed and implemented the Department's fire apparatus replacement plan to replace the Department's aging fire apparatus fleet and ancillary equipment in accordance with industry standards and available revenues.
- Developed a plan to upgrade the Department's self-contained breathing apparatus to the latest NFPA (National Fire Protection Association) standards for increased firefighter safety.
- Member of the Department's FRAT (Fire Rescue Accreditation Team), responsible for the Department becoming an accredited agency.

01/2000 to 01/2001 Lieutenant

Orange County Fire Rescue – Orlando, Florida

- Responsible for the oversight of the Self-Contained Breathing Apparatus Repair Facility, The Supply Bureau, Capital Assets Inventory, Records Requests, and The Mail Courier.
- Developed and maintained the hose repair program which: tested, repaired, and distributed the Department's \$500,000 inventory of fire hose.
- Co-Chairman of the Safety Committee.
- Responsible to ensure that repairs were completed on all damaged firefighting equipment; nozzles, appliances, and tools.
- Responsible for fire suppression and emergency medical services, on various emergency scenes.
- Performed various non-emergency activities such as routine vehicle inspections and inventories, hydrant maintenance, building surveys, etc.

08/1989 to 02/2000 Firefighter/EMT

Orange County Fire Rescue – Orlando, Florida

- Responded to emergency incidents
- Performed apparatus and equipment checks
- Operated various apparatus at emergency incidents

- Responsible for fire suppression and emergency medical services, on various emergency scenes.
- Performed various non-emergency activities such as routine vehicle inspections and inventories, hydrant maintenance, building surveys, etc.

**09/1983 to 09/1987 Aviation Boatswain's Mate
United States Navy**

- Responsible for the extinguishing of fires in hanger bay and supervising emergency operation in the event of fuel spills
- performed rescue operations
- responsible for training of fire control personnel and maintenance personnel
- responsible for safe movement of aircraft and start-up of all aircraft on the hanger bay
- Received commendation for 1000 aircraft movements without accident or damage

ACTIVITIES AND MEMBERSHIPS

- Fire station design committee
- Past Southeastern Division Director for the Apparatus Maintenance Section of the International Association of Fire Chief
- Deccan User Group Presenter
- IAFC Fire Rescue International Presenter
- Member of the International Association of Fire Chiefs
- Member Florida Fire Chief's Association
- Member Central Florida Fire Chief's Association

RELATIVE TRAINING/CERTIFICATIONS

- All-Hazards Planning Section Chief (ICS L-962)
- Self-Assessment Workshop, Commission on Fire Accreditation International
- Standards of Cover Workshop, Commission on Fire Accreditation International
- All-Hazards Incident Commander (ICS L-950)
- Advanced Incident Command System (ICS 400)
- Intermediate Incident Command System (ICS 300)
- ICS for Single Resources & Initial Attack Action Incidents (ICS 200)
- Introduction to the Incident Command System (ICS 100)
- State Certified Fire Officer I, Division of State Fire Marshal
- Firefighter Minimum Standards, Firefighter II, Florida
- Emergency Medical Technician, Florida Department of Health

PRESENTATIONS

- 2007 - Fire Department Safety Officers Association Apparatus Specification and Maintenance Symposium - Snowflakes to Palm Trees "Apparatus Design for Your Climate" Presented the importance of proper emergency apparatus specification for the climate the apparatus is going to be used in.
- 2010 - Fire Department Safety Officers Association Apparatus Specification and Maintenance Symposium - Round Table Discussion Panel. An open discussion during the general session on the best practices of emergency vehicle maintenance facilities and qualified repair technicians.
- 2016 - Deccan International Users Group Conference - Filling the Gaps "LiveMUM Experience. A presentation on the Orange County's

experience with implemented a real time dynamic emergency unit move-up application to fill gaps in coverage and improve response times.

- 2017 - Fire Rescue International - Fighting Fire with Data - A presentation on Orange County's experience with tackling wicked problems by using data to make informed decisions and improve service delivery.
- 2018 - Fire Rescue International - ISO and Alternate Water Sources "Making Communities Safer". A presentation on Orange County's experience in improving the community's ISO Public Protection Classification Of 4/8b to Countywide 1 by perfecting hauled water capabilities.
- 2018 - Deccan International Users Group Conference - Thinking Outside the Box Area Automated Run Card Builder. A presentation on Orange County's experience of using automated run card builder software to update and initiate automatic aid agreement response areas.
- 2018 – Emergency Services Leadership Institute - Fighting Fire with Data - A presentation on Orange County's experience with tackling wicked problems by using data to make informed decisions and improve service delivery.

LaShun Nale-Stadom

1915 N. Forest Avenue | Orlando, FL 32803 | 407.383.3200 | lashuns@me.com

SUMMARY

Senior Public Safety professional with over 17 years of service. My skill sets are grounded in emergency/crisis management; disaster response command and control; professional development and technical training. I excel in risk assessment evaluation, safe and regulatory work environments; and training design and delivery. I thrive in environments that have previously struggled with growth; learning programs and leadership challenges in the emergency management space. I enjoy the community involvement and engagement within an organization and outside in the community it serves.

SKILLS & HIGHLIGHTS

- Training Officer
- Accreditation Management
- Project Management
- Administrative Operations
- Incident Command
- Emergency Preparedness & Management
- Public Safety Rules and Regulations
- Certified Paramedic
- Interpersonal Skills
- Verbal and Written Communications
- Change Management
- Community Outreach
- Microsoft Office Suite
- Analytical Awareness

EDUCATION

Master of Science in Management University of Central Florida Minor in Human Resources	2013
Bachelor of Arts in Public Administration University of Central Florida Minor in Emergency Management	2010
Associate of Arts in General Studies Valencia College	2008

CERTIFICATIONS

- CERT Instruction Certificate
- ICS Instruction Certificate
- NIMS Certified (FEMA)
- Core Values and Simulation Training
- Accreditation Management
- Florida Fire Officer 1
- Advanced Cardiac Life Support
- Pediatric Advanced Cardiac Life Support

PROFESSIONAL EXPERIENCE

Orange County Fire Rescue Department Assistant Fire Chief, Training and Professional Development	2017 - Present Orange County, FL
<ul style="list-style-type: none">▪ Manage the delivery of 320,000 hours of training to over 1150 personnel▪ Manage the delivery of 8300 hours of live Facility based training allowing for hands-on applications and skill assessments▪ Manage the delivery of Company Officer Academies (80-160 hours), Non-Certified Recruit Classes, Certified Recruit Academies, Hazardous Technician / Special Operations Academy, Engine Driver Assessments, Tanker Driver Assessments, DART certification and re-certification classes and hundreds of ACLS re-certification classes and all promotional processes for firefighter through assistant fire chief rank.▪ As a part of the Orange County Mayor's Initiative and in conjunction with Orange County Sheriff's Office (OCSO) trained over 400 personnel in SAVE (Swift Assisted Victim Extrication) tactics which trains our personnel on how to quickly remove victims at active shooter incidents bringing the department total to approximately 900 personnel trained▪ Shift Commander/Watch Officer for all emergency operations in unincorporated Orange County (350 personnel per shift)	

Orange County Fire Rescue Department

2012 - 2017

Battalion Chief, Operations

Orange County, FL

- Represent the Fire Department in the Emergency Operations Center (EOC) and Field Operations Center (FOC) during emergency activations
- Managed a Battalion of 6 stations with between 50 to 70 personnel
- Collaborated with Public Information Officer to ensure the media released accurate emergency scene details
- Commanded all fire prevention operations, firefighting, lifesaving in assigned areas
- Documented safety training, policy reviews, and quality assurance activities
- Collaborated with Public Information Officer to ensure the media released accurate emergency scene details
- Conduct safety inspections of department equipment and facilities within area of responsibility

Orange County Fire Rescue Department

2010 - 2012

Lieutenant, Aide to the Fire Chief

Orange County, FL

- Liaison between Fire Department and local organizations and businesses such as Florida Hotel and Lodging Associations Safety and the Security Council
- Served as the Accreditation Assistant Manager (CAAI) and implemented developmental processes and program coordination
- Developed and enforced standard operation procedures and the Department Operation Manual
- Established training for department personnel on accreditation and professional standards

Orange County Fire Rescue Department

2009 - 2010

Lieutenant, Operations

Orange County, FL

- Participated in fire suppression, vehicle extrication, technical rescue, emergency medical, and hazardous materials incidents
- Pre-planned buildings in district and identified target hazards, inspected condition of fire hydrants, and streets
- Directed work of assigned personnel on emergency scenes within the Incident Command System (ICS)
- Established job performance goals and expectations and conducted individual and unit reviews
- Conducted preliminary investigations into fire causes, secure scenes and preserve evidence

Orange County Fire Rescue Department

2005 - 2009

Driver / Engineer, Operations

Orange County, FL

- Determined alarm scene routes and performed safe, quick on scene analyses for apparatus positioning
- Demonstrated a strong understanding of apparatus, troubleshooting, and equipment maintenance
- Provided safe response to emergency and non-emergency situations
- Skillfully and safely operated the fire apparatuses

Orange County Fire Rescue Department

2002 - 2005

Firefighter / Paramedic, Operations

Orange County, FL

- Assisted in developing emergency preparedness plans, hazardous communications, training programs, and firefighting
- Participated in Public Relations partner events between the Fire Department and local organizations
- Performed emergency medical services such as advanced cardiac life support, pediatric life support and advanced medication delivery